

# allsaintsworcester

## ROLE DESCRIPTION

**Job title:** Worship Director

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### OVERVIEW OF CHURCH

We are a vibrant charismatic evangelical Anglican church in the heart of Worcester with a congregation of approximately 330. We are a part of the New Wine network of churches. We are in the process of becoming a “resourcing church” in the Diocese of Worcester with a specific call and role to take a lead on the planting of new churches, assist with the revitalizing of existing churches and to facilitate the resourcing of local churches.

Our mission is to *“join with God in the renewal of all things”*. Our vision is *“to be a growing community of Kingdom people, formed of multiple smaller communities, in and through which our lives and our city are radically transformed by God’s love, grace and power”*.

### OVERVIEW OF ROLE

This is a senior role on the Staff Team of the church at an exciting and pivotal stage of our development as we become one of two “resourcing churches” in the diocese. We are looking for someone who is both passionate about leading sung worship and the development of a worship team, as well as being committed to raising up and supporting other leaders and serving the wider church.

The role is two-fold: overseeing and developing the sung worship life of All Saints Worcester and working with others on the staff team to develop worship leaders and teams that can serve church plants, church renewal projects and help equip and encourage other local churches. The successful candidate will be highly motivated, high capacity, creative, self-starting and dynamic. They will likely be someone who is apostolic, pioneering and entrepreneurial, and yet with excellent interpersonal skills and a deep love for the local church and a desire to see it flourish. They will have a mature and vibrant personal faith in Jesus and be confident ministering in the gifts and power of the Holy Spirit. They will be self-aware, undefended, good at relating to and connecting with people of all ages and backgrounds, open to growing and developing both personally and in ministry, with a desire to be part of the wider church and to model what it looks like to live out our vision and values.

They will be specifically tasked with:

- oversight and development of all sung worship at All Saints
- being the primary worship leader for our Sunday gatherings, Christmas & Easter services, other “festival services” (e.g. Pentecost) and certain other gatherings (e.g. “Hungry” worship and prayer nights)
- raising up and developing new worship leaders
- mentoring and developing existing worship leaders
- recruiting more musicians and vocalists
- leading, developing and caring for those in the worship, sound and visual teams
- identifying and introducing new songs appropriate to the church both theologically and spiritually
- identifying and train worship leaders for church plant teams and church renewal teams
- develop worship resources and teams that can be shared with local churches embracing renewal
- running worship training events and conferences
- participating in the New Wine Worship community, attending events and conferences

## TERMS AND CONDITIONS OF THE ROLE

<b>Reports to:</b>	Vicar
<b>Direct reports:</b>	Worship leaders and worship team Sound team and visuals team
<b>Liaises with:</b>	Other Staff Team members and leaders within the church Parish Safeguarding Officers Those involved leading sung worship in other churches locally and regionally New Wine Worship community specifically and New Wine more generally
<b>Places of work:</b>	This role is based in the All Saints church office and our two church buildings (All Saints and St Helen's). The post holder will be expected to work from the office for significant periods of the week but some homeworking will be possible and encouraged. A laptop and access to a desk will be provided. The post holder will be required to work at other locations as the need arises.
<b>Hours of work:</b>	<p>Full-time (37.5 hours per week) to include Sundays, Wednesday mornings (staff meeting) and some weekday evenings. The post holder will be expected to have one full and uninterrupted day off each week (i.e. a 24hr block) and the equivalent of another whole day off in addition to this each week. The post holder will be required to work on all the following Christian festivals: All Saints Day, Christmas Eve, Christmas Day, Mothering Sunday, Ash Wednesday, Maundy Thursday, Good Friday, Easter Sunday and Pentecost.</p> <p>There may be busy times in the year when the role may require more hours in the week and we would expect the post holder to then take time off another week in lieu of this.</p>
<b>Annual leave:</b>	28 days per year plus bank holidays, to include not more than five Sundays, and to be agreed in advance by the Vicar.
<b>Supervision:</b>	The post holder will receive regular supervision from their line manager.
<b>Role review:</b>	There is a six-month probationary period for this role. The post holder will then receive an annual review of the role, job description, terms and package.
<b>Salary:</b>	£25,000 per annum. All reasonable and approved working expenses will be reimbursed in line with PCC policies. The PCC will make pension contributions in line with PCC policy.
<b>Contract:</b>	Funding of this post is for an initial 3 years and is then dependent on continuation of funding

The post holder will:

- be a dedicated follower of Christ with a commitment to personal spiritual growth and ministry
- be wholeheartedly committed to our vision, strategic priorities, culture and shared values
- be willing to become an active member of All Saints Worcester as part of the senior staff team

Due to the occupational requirement of the role the post holder will be a practicing Christian.

**This post also requires an Enhanced Plus DBS disclosure.**

## PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
<b>EDUCATION</b>	Good standard of education in line with the requirements of the post (at least to A-Levels)	University level degree or qualification.
<b>EXPERIENCE</b>	<p>Gifted and anointed worship leader with significant experience of leading sung worship on Sundays regularly in a charismatic evangelical context</p> <p>Leading and developing worship teams, recruiting musicians and nurturing a collaborative team culture</p> <p>Organising, executing and leading training events</p> <p>Raising up new worship leaders and developing them</p>	<p>Previous and successful experience (voluntary or paid) in a church in an equivalent role</p> <p>Project management experience</p>
<b>SKILLS AND ABILITIES</b>	<p>Leadership skills; a self-starting leader who is pro-active and willing to take risks</p> <p>Ability to build, motivate and effectively lead teams of volunteers</p> <p>Ability to discern, grow and implement vision, and to inspire others towards it</p> <p>Proficient IT skills</p> <p>Excellent communication skills – all forms</p> <p>Strong organisation skills with the ability to take initiative, work independently and project manage</p> <p>Strategic thinking, ability to envision, inspire and lead creatively, responding to needs that arise over time</p>	<p>Confident using a Mac computer (training would be given if not)</p> <p>Full clean driving licence</p> <p>Confident using social media (e.g. Facebook, Twitter and Instagram).</p>
<b>PERSONAL QUALITIES</b>	<p>Excellent interpersonal skills</p> <p>Dynamic, self-starter leader</p> <p>Enthusiasm, confidence, energy and creativity - a positive and 'can do' attitude</p> <p>Pastoral sensitivity and discretion</p> <p>A strong team player who is able to work with, support and encourage others</p> <p>Ability to work under their own initiative, to prioritise and to be 'self-starting' and to be able to motivate themselves and others</p>	